

Oxfordshire CCG Equality Analysis Template	
Policy / Project / Function:	Eye Casualty and Minor Eye Conditions Service (MECS) access changes
PMO Reference Number	
Completed by:	Tom Stocker
Date of Analysis:	17/8/17
Equality Analysis signed off by:	Maggie Dent Revised 15.5.2018
Analysis Rating: please highlight See Completion Notes at the end of this document	<ul style="list-style-type: none"> • Red • Red/Amber • Amber • Green
Type of Analysis Performed: Please Tick ✓ or Highlight	<ul style="list-style-type: none"> • Business Case • Service re-design • Policy Analysis • Consultation • Meeting • Other <p style="color: red;">Please note that if you need to re-write or adjust your original document (e.g. a Business Case), your initial Equality Analysis may also need to be updated.</p>
Please list any other policies that are related to or referred to as part of this analysis	N/A
Who does the policy, project or function affect? Please Tick ✓ or Highlight	<ul style="list-style-type: none"> • Employees • Service Users • Applicants • Members of the Public • Other (List Below)

Equality Analysis	
What are the aims and intended effects of this policy, project or function?	<p>To introduce a clear pathway to support better triage and management of people who are suffering short term eye conditions.</p> <p>This will involve changes to 111, the MECS optometry service, more patients going to pharmacy with minor, self limiting conditions, and the introduction of a 'red flag' symptom form for those wishing to attend eye casualty (or a triage for those who present without such a form)</p>
Is any Equality Data available relating to the use or implementation of this policy, project or function? (See Completion Notes at the end of this document)	<p>Yes</p> <p>Eye Casualty data includes all standard NHS data collection e.g. age, gender, ethnicity</p>
List any Consultation e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this policy, project or function	<p>Consultation with patient representatives, GPs, Optometrists, Local Optometry Committee, the Eye Hospital.</p> <p>Consultation on the details of how patients are best streamed to the appropriate care setting in eye casualty is underway with the service, and an audit is being completed to assess the best way forward.</p>

Equality Analysis Test:				
What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by <i>The Equality Act 2010</i>?				
Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact (Potential adverse impact) :	Evidence of impact and if applicable, justification where a <i>Genuine Determining Reason</i> exists
Gender (Men and Women)	Neutral			
Race (All Racial Groups)			Negative Positive	Potential negative impact for people who don't speak or read English who will find the new pathway confusing. Eye services nationally are under great pressure in terms of finance, estates and workforce, challenging access for those with eye disease. Eye disease is suffered disproportionately by those of Afro-Caribbean and Asian ethnicity. This change will protect clinical resources for treating eye disease, which disproportionately benefits Asian and Afro-Caribbean ethnic groups.
Disability (Mental, Physical, Learning Disability and sensory)			Negative	There is a chance that patients with mental or learning disabilities find the new pathway more confusing, as they are

disability)		Positive		<p>no longer able to seek treatment at any location and will have to adhere to a pathway. This has been mitigated by encouraging the Eye Casualty service to allow people with learning disabilities or who have a disability that makes signposting to other services problematic, to be seen then and there.</p> <p>Also, people with sensory impairments- especially those with sight impairments- as they may find the new pathway more confusing, as they are no longer able to seek treatment at any location and will have to adhere to a pathway.</p> <p>More service locations for urgent eye problems closer to home across the county, meaning that those with a disability that makes travel more challenging will have better access to care</p>
Religion or Belief	Neutral			
Sexual Orientation (Heterosexual, Homosexual and Bisexual)	Neutral			
Pregnancy and Maternity	Neutral			

Marital Status (Married and Civil Partnerships)	Neutral			
Gender re-assignment A person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. A reference to a transsexual person is a person who has the protected characteristic of gender identity.	Neutral			
Age (People of all ages)	Neutral			This pathway is for all above the age of 6. This is because examination of infants is a specialist skill and as such community Optometry clinical resource is not appropriate for this age group.

<p>Other groups nominated by OCCG which could experience inequality of access or treatment, such as carers, veterans, homeless people and people living in socio-economic areas of deprivation in Oxfordshire.</p>			Negative	<p>Again, mitigations will be in place for the homeless where they are less able to be signposted to attend an alternative service.</p>
<p>Sustainability:</p> <ul style="list-style-type: none"> Economic, Social and Environmental considerations in the design, procurement and commissioning of services for the people of Oxfordshire. Delivery of an affordable healthcare service for improving population 		Positive		<p>This will increase the sustainability of the eye hospital as a whole, reduce the spend on eye casualty, and reduce acute workforce pressures.</p> <p>This should reduce activity and the number of miles driven by patients.</p>

wellbeing and reducing health inequalities. • Have sustainable models of health care been considered?				
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Action Planning:

As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010*?

Identified Risk:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
Disability That those with mental/learning	Encourage Eye Casualty to see and treat	Tom Stocker	Within a week of agreeing the change to Eye	1/1/2018

<p>difficulties or those who are sleeping rough are less able to adhere to the Oxfordshire pathway, and as such may not attend an appointment when they are signposted to an alternative service.</p> <p>Those with a mental / communication difficulty struggling to understand the pathway</p>	<p>all patients with a learning difficulty or who are rough-sleepers without triaging or signposting them to MECS services, GP or pharmacy.</p> <p>Clinicians at all locations of care can give easy to understand verbal guidance. Additional provision exists for these patients in Eye Casualty so that there is no requirement for them to understand the new pathway and this is not a risk.</p>		Casualty	
<p>Race</p> <p>People who don't speak/ read English will not understand the new pathway</p>	<p>Ensure that providers use the telephony interpreting service and where appropriate, provide translated written materials.</p>			

Cut and paste this table if required.

Completion Notes

<p>Analysis Ratings:</p>	<p>After completing this document, rate the overall analysis as follows:</p> <ul style="list-style-type: none"> • Red: Risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the 9 <i>Protected Characteristics groups</i>. It is recommended that the use of the activity or policy be suspended until further work or analysis is performed. • Red Amber: Risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the 9 <i>Protected Characteristics groups</i>. However, a genuine determining reason may exist that could legitimise or justify the use of this activity or policy and further professional advice should be taken. • Amber: Risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document. • Green: The policy or activity does not appear to have any adverse effects on 9 <i>Protected Characteristics groups</i> and no further actions are recommended at this stage.
<p>Equality Data:</p>	<p>Equality data is internal or external information that may indicate how the activity or policy being analysed can affect different groups of people who share the nine <i>Protected Characteristics</i> – referred to hereafter as '<i>Equality Groups</i>'. Examples of Equality Data include: (this list is not definitive)</p> <ol style="list-style-type: none"> 1. Application success rates by <i>Equality Groups</i> 2. Complaints by <i>Equality Groups</i> 3. Service usage and withdrawal of services by <i>Equality Groups</i> 4. Grievances or decisions upheld and dismissed by <i>Equality Groups</i> 5. Demographic data for <i>Equality Groups</i> 6. Health Intelligence for <i>Equality Groups</i>
<p>Legal Status:</p>	<p>This document is designed to assist organisations in "<i>Identifying and eliminating unlawful Discrimination, Harassment and Victimisation</i>" as required by <i>The Equality Act Public Sector Duty 2011</i>. An Equality Impact Analysis is not, in itself, legally binding and should not be used as a substitute for legal or other professional advice.</p>

<p>Genuine Determining Reason</p>	<p>Certain discrimination may be capable of being justified on the grounds that:</p> <ul style="list-style-type: none"> • <i>A genuine determining reason exists</i> • <i>The action is proportionate to the legitimate aims of the organisation</i> • Where this is identified, it is recommended that professional and legal advice is sought prior to completing an Equality Impact Analysis.
<p>Sustainability</p>	<p>Sustainable development is about balancing social, economic and environmental considerations, meeting the needs of people now and in the future. OCCG Sustainability Strategy and Management Plan: http://www.oxfordshireccg.nhs.uk/wp-content/uploads/2015/09/Paper-15.84-Sustainability-Strategy-and-Management-Plan.pdf</p> <p>Sustainable Health Care – sustainable models based on prevention and efficiency; and targeted so that services are appropriate for the diverse population, and are used effectively and efficiently.</p> <p>A sustainable health and care system is achieved by delivering high quality care and improved public health without exhausting natural resources or causing severe ecological damage. Sustainable Health and Care Sector – efficient use of resources e.g. energy, clinical waste, use of medication etc.</p>

Once completed please send a copy of the Equality Analysis and the Policy/Activity to Maggie Dent, Equality and Access Manager, Governance team (Manizah Imam), and also to Lukasz Bohdan (PMO) if it is for a Business Case.

For more information contact members of the Equality and Diversity Working Group:

1. **Delivery & Localities:** Maggie Dent, Equality and Access Manager and Chris Walkling, Senior Commissioning Manager
2. **Quality:** Cat D'Angelo, Safeguarding Support Officer
3. **Finance/PMO:** Lukasz Bohdan, Head of PMO
4. **Governance:** Manizah Imam, Governance Manager
5. **Communications team SCWCSU:** Sara Price, Senior Communications & Engagement Account Manager